

EXHIBIT I

Nicole Lamboley

From: SOS Exec
Sent: Friday, October 09, 2009 1:59 PM
To: Ross Miller; Nicole Lamboley
Cc: Robert E. Walsh
Subject: FW: Prison Board issue - NDOC Administrative Regulation 323

From: SOS Customer Service
Sent: Friday, October 09, 2009 8:37 AM
To: SOS Exec
Subject: FW: Prison Board issue - NDOC Administrative Regulation 323

Thank you
Customer Service

From: don hicks [hix5150@hotmail.com]
Sent: Thursday, October 08, 2009 7:30 PM
To: SOS Customer Service
Subject: Prison Board issue - NDOC Administrative Regulation 323

Dear Mr. Miller,

I would like to thank you for previous support you have shown of Correctional Staff on many issues we have faced. However, I would like to take an opportunity to voice my concern over the new Nevada Department of Corrections policy (AR323). I am a state of Nevada Correctional Officer working at the Northern Nevada Correctional Center and have noticed a big change. Recently, I have been seeing numerous Officers and other staff reporting to work when they are ill or injured.

One example of this occurred yesterday; I was working in a control bubble when it was time to go home from work I was relieved by another officer who had lost her voice from laryngitis. This particular officer had recently been placed on proof status, a situation which may have occurred from her using two sick days in the past year. The result she must have a doctor's note to miss any work. Due to increases in health insurance, retirement benefit costs, freezing of the step increases and cost of living raises as well as the department cutting back on available overtime this Officer could not afford to make a doctors visit. So the result is she came to work; this created a hazardous environment for the rest of the staff. What if she needed to raise her voice to order an inmate down off of the fence? What if she needed to call for back-up but nobody could hear due to her voice getting worse during the shift?

Another situation I have also seen recently was an Officer reported to work walking on a torn ACL. This particular Officer had also recently been given a write up for using his sick leave. My concern is what if he needed to quickly respond to a back up call? As all of the Officers in this situation would have done he would have substantially risked more injury to assist a fellow Officer in danger. My point is this new policy is creating a danger to staff and inmates, and needs to be changed.

"Have Correctional Officers abused sick leave?" this could be true in some cases. I completely agree that a few Officers need to be made aware of issues concerning abusing our benefits package but not all of us have worked this way. However, we do work 24/7 shifts which can take a toll on you physically, as well as working sometimes 16 hours on short notice to provide constant coverage of the institution. These few examples may be isolated cases but with this new

10/12/2009

regulation it is a matter of time before something happens. Knowing that this economy is taking a toll on our state I have tried to be understanding of the new policies in place. However, Officers reporting to work with these issues may actually increase the cases of people getting sick. With cases of H1N1, MRSA, and numerous other things Officers are exposed to on a regular basis in intake, mental health and infirmary areas the sick leave needs to be available to those that need it without the fear of getting written up or losing your job.

Thank you for your time,
Concerned Correctional Officer

Your E-mail and More On-the-Go. Get Windows Live Hotmail Free. Sign up now.